

THE HUMAN CAPACITY COLLECTION

KEYNOTES • WORKSHOPS • LIFE LABS™

Explore the human side of performance, leadership, behaviour, wellbeing and change.



THE HUMAN CAPACITY COLLECTION

DIFFERENT WAYS TO EXPLORE THE HUMAN SIDE OF WORK.

The Human Capacity Collection brings together Jules Mitchell's Signature Keynotes, Workshops and Life Labs™, giving organisations different ways to explore the biology of being human and the Human Operating System beneath how we think, feel, behave and perform.

At the centre of the Collection is a simple idea:

We are expected to operate an extraordinarily sophisticated human system without ever really being taught how it works.

We learn how to lead, communicate, manage, perform, solve problems, navigate change and look after our wellbeing. Yet many of us understand remarkably little about the human system doing all of those things.

Jules brings that understanding into familiar organisational conversations about performance, pressure, leadership, behaviour, communication, confidence, change, wellbeing, growth and success.

The Collection gives organisations different ways to bring those conversations to their people:

KEYNOTES

Big ideas that open conversations and shift the way audiences think.

WORKSHOPS

Deeper, practical exploration with space for discussion and real-world application.

LIFE LABS™

Focused virtual learning experiences built around recognisable human experiences and everyday challenges.

SIGNATURE KEYNOTES

BIG IDEAS ABOUT THE HUMAN SIDE OF PERFORMANCE, BEHAVIOUR AND SUCCESS.

Jules Mitchell brings the **biology of being human** into the conversations organisations are already having about performance, leadership, behaviour and change.

Her keynotes combine relatable stories, humour, practical insight and an understanding of the biology of being human, helping audiences understand more about what is happening underneath many of the things they experience every day.

Complex ideas become language people can understand, remember and talk about afterwards, creating those “**Ohhh, that makes sense**” moments that can change the way people understand themselves, their behaviour and the people around them.

Each keynote can be shaped around the audience, event and organisational context while retaining the central idea and teaching that make it distinct.

DELIVERY STYLE

Relatable • Thought-provoking • Practical • Engaging • Human

Jules combines storytelling, humour, practical teaching and insight into the biology of being human, inviting audiences to recognise themselves in what they are hearing, think differently about familiar experiences and leave with ideas they can continue to explore long after the keynote has finished.

THE SIGNATURE KEYNOTES:

01 Regenerative Performance 02 / What's Driving Your Drive? / 03 The Logic of Behaviour



01 REGENERATIVE PERFORMANCE

A DIFFERENT WAY TO THINK ABOUT HIGH PERFORMANCE.

High performance can look very different from the inside than it does from the outside.

Someone can be delivering, achieving, leading and succeeding while using increasing amounts of their available Human Capacity to maintain that level of performance. When the results are still coming, the cost of producing them can be remarkably difficult to see.

Regenerative Performance looks underneath high performance at the level of Human Capacity it requires and asks whether **Human Sustainability may be the missing part of the equation when it comes to maintaining that performance over time.**

To regenerate is to renew, to restore what has been used and create the capacity to go again. Applied to performance, it invites us to pay attention to how capacity is being used, what replenishes it and how regeneration can become part of the way we perform.

The demands placed on Human Capacity can accumulate through pressure, challenge, greater responsibility, growth, opportunity, ambition and success. Understanding those demands changes the conversation about sustainable performance by bringing the human being producing the performance firmly into the equation.

AT THE HEART OF THE KEYNOTE

If performance uses capacity, what are we doing to regenerate the capacity we're using?

How do I keep performing at a high level and still have enough of myself left to live?

IDEAL FOR: Senior Leaders • Leadership Teams • High Performers • Business Owners • Leadership Conferences

- Sustainable Performance Programmes

02 WHAT'S DRIVING YOUR DRIVE?

WHEN ENOUGH IS NEVER ENOUGH.

Ambition can build businesses, create extraordinary careers, solve difficult problems, drive innovation and take us towards experiences and opportunities we genuinely want.

But have you ever stopped to wonder **what is driving your drive?**

Why does one achievement feel deeply satisfying while another seems to move the finishing line? Why can recognition feel brilliant and still leave us looking for the next piece of it? Why can “*I’ll be happy when...*” quietly become another when, and another when, and another?

Sometimes our drive has more than one job.

What we pursue can be connected to purpose, enjoyment, challenge and ambition, alongside deeply human needs for things such as security, recognition, significance, belonging and worth. Over time, success can come to mean far more to us than the achievement itself.

What’s Driving Your Drive? invites audiences to become curious about their own relationship with ambition, what achievement has come to represent and what they may be asking success to provide.

Understanding more about what fuels our drive creates greater choice around where we take it, what we build with it and how we experience the success we are working so hard to achieve.

AT THE HEART OF THE KEYNOTE

What are you asking success to give you?

IDEAL FOR: Senior Leaders • High Performers • High Achievers • Business Owners • Leadership Conferences • Talent & Leadership Development

03 THE LOGIC OF BEHAVIOUR

WHEN KNOWING WHAT TO DO DOESN'T MEAN WE DO IT.

We can know what we want, understand what needs to change and even know exactly what we need to do next, yet still find ourselves repeating familiar behaviours, avoiding the action, reacting in ways we hadn't planned or doing something completely different.

We know we need to have the conversation, make the decision, set the boundary, take the opportunity, change the habit or finally do the thing we've been telling ourselves we're going to do.

So what is happening in the gap between knowing and doing?

We spend our lives learning how to work, lead, communicate, solve problems, make decisions and navigate change, yet most of us have been taught remarkably little about the **human system doing all of those things**.

The Logic of Behaviour takes audiences into the **Human Operating System** and explores some of the influences shaping what we actually do. Conscious thought sits within a much bigger collection of influences, including our biology, previous experiences, beliefs, expectations, emotions and familiar responses.

Understanding more about those influences can make behaviours that previously felt confusing or frustrating considerably easier to make sense of, creating greater opportunity to recognise what is happening and influence what happens next.

AT THE HEART OF THE KEYNOTE

Perhaps our behaviour makes more sense than we realise.

IDEAL FOR: Leadership Conferences • Leadership Teams • Learning & Development • Organisational Change • People & Culture • Organisation-wide Events

SIGNATURE WORKSHOPS

PRACTICAL EXPLORATION OF THE HUMAN SIDE OF PERFORMANCE,
LEADERSHIP, BEHAVIOUR AND CHANGE.

Jules Mitchell's Signature Workshops create space to explore the challenges organisations and their people experience around performance, leadership, behaviour and change.

Each Workshop combines understanding of the **biology of being human** with discussion, practical exploration and real-world application, helping participants make sense of what is happening, recognise how it shows up for them and experiment with different ways of responding.

Available as half-day or full-day experiences, Workshops are shaped around the people, context and intended outcome of each organisation, allowing the exploration to move beyond general principles and into the realities participants are actually navigating.

DELIVERY STYLE

Exploratory • Practical • Participative • Thought-provoking • Real-world

Jules combines teaching with discussion, questions, practical exercises and opportunities for participants to apply the ideas to situations they are actually experiencing. The emphasis is on understanding, exploration and application, giving people something useful to take back into the way they work, lead and respond.

THE SIGNATURE WORKSHOPS

01 Leading Under Pressure • 02 Regenerative Performance

03 Why Knowing Isn't Enough • 04 When Resistance Makes Sense



01 LEADING UNDER PRESSURE

WHEN PRESSURE CHANGES HOW YOU THINK, DECIDE AND COMMUNICATE.

Leadership can look very different when the pressure is on.

Experienced leaders may know how they want to lead, communicate and make decisions, yet sustained pressure can influence how readily they can access those capabilities in the moments they need them most.

They may become more reactive, spend increasing amounts of time firefighting, take more on themselves, lose some of their usual clarity in communication or make decisions from a very different place than they would when more capacity is available.

Leading Under Pressure explores what is happening underneath those changes.

Jules helps leaders understand more about what happens within the human system when pressure is high, how this can influence thinking, judgement, communication and behaviour, and how to recognise their own patterns when their Human Capacity is being stretched.

Participants examine how pressure shows up in their own leadership, identify the signals that tell them something is changing, and experiment with practical ways to regain greater access to clear thinking, deliberate choice and the leadership capability they already have.

AT THE HEART OF THE WORKSHOP

What happens to your leadership when the pressure is on?

IDEAL FOR: Senior Leaders • Leadership Teams • Managers • Emerging Leaders • Leadership Development Programmes

Leadership development builds capability. Human Capacity influences how readily that capability can be accessed when pressure is high.

02 REGENERATIVE PERFORMANCE

WHEN OVERPERFORMANCE BECOMES THE WAY YOU OPERATE

High performance can be demanding. But sometimes what looks like high performance from the outside is being sustained by patterns of overperformance underneath it.

Taking on more. Working longer. Holding increasingly high standards. Staying available. Stepping in. Pushing through. Finding another gear when capacity is already stretched. These patterns can be highly effective, which is precisely why they can become so difficult to see.

Over time, overperformance can simply become the way we operate. The results may still be coming, expectations may still be met and achievement may continue, while increasing amounts of Human Capacity are being used to maintain it.

Regenerative Performance explores the patterns of chronic overperformance that can sit underneath sustained achievement, what those patterns require from Human Capacity and what happens when regeneration becomes part of the way we work, lead and achieve.

To regenerate is to renew, to restore what has been used and create the capacity to go again. Participants examine their own relationship with performance, pressure and regeneration, becoming curious about where overperformance may have become familiar, what keeps those patterns operating and what they may be costing in capacity.

The Workshop then moves beyond simply understanding the pattern to explore practical ways of building regeneration into everyday working life, creating a more sustainable relationship between the performance being produced and the Human Capacity required to produce it.

AT THE HEART OF THE WORKSHOP

If performance uses capacity, how are you regenerating the capacity you're using?

IDEAL FOR: Senior Leaders • Leadership Teams • High Performers • Business Owners • Sustainable Performance Programmes • Leadership Development

03 WHY KNOWING ISN'T ENOUGH

.WHAT GETS IN THE WAY WHEN WE ALREADY KNOW WHAT TO DO.

Knowing what to do and actually doing it can be two very different things. We can understand the theory, have the skills, agree with the learning and genuinely want to do something differently, yet when the moment arrives, find ourselves doing exactly what we have always done.

We know we need to delegate, **but...** We know we need to have the conversation, **but...** We know we need to set the boundary, speak up, change the habit or put something we have learned into practice, **but...**

And that **BUT** can contain far more useful information than we realise.

Why Knowing Isn't Enough explores what can sit underneath the gap between knowing and doing. A **belief** may be influencing what happens next. A familiar **behaviour** may take over. Our **biology** may be responding to pressure, uncertainty or unfamiliarity. Frequently, more than one may be involved.

Participants take something they already know they want to do differently and investigate their own “*I know, BUT...*” moment, becoming curious about what may be happening underneath it and what could help create greater access to choice.

They leave with a different way to think about the knowing to doing gap and a practical experiment to take back into everyday working life.

AT THE HEART OF THE WORKSHOP

What's underneath your BUT?

IDEAL FOR: Leadership Development • Learning & Development • Managers • Teams • Behaviour Change • Personal Development

04 WHEN RESISTANCE MAKES SENSE

.THE HUMAN EXPERIENCE OF NAVIGATING CHANGE.

Change is part of organisational life. New roles, systems, structures, expectations and ways of working can all require people to move from what they know towards something they have not yet experienced.

Even when we understand the reason for a change, agree it needs to happen or genuinely want something to be different, we can still struggle with what that change requires.

When Resistance Makes Sense explores the human experience of change and what can happen within the **Human Operating System** when we encounter uncertainty, unfamiliarity and different demands on our capacity.

Previous experiences, expectations, familiarity, trust, available capacity and the change itself can all influence how we respond. Jules helps participants become curious about those responses and what may be influencing them.

Participants work with real changes they are navigating or leading, exploring what is being asked of the people involved and what could help them navigate the change more effectively.

For leaders, the Workshop creates an opportunity to think differently about the human beings moving through organisational change and the Human Capacity that change may require.

AT THE HEART OF THE WORKSHOP

What is this change asking the human being to navigate?

IDEAL FOR

Leadership Teams • Managers • Change Programmes • Organisational Development • Teams Navigating Change • Business Transformation

LIFE LABS™

PRACTICAL EXPLORATION. EVERYDAY APPLICATION.

Life Labs™ are focused, interactive virtual learning experiences that bring the biology of being human into the everyday situations people recognise from their working and personal lives.



Each Life Lab™ takes one familiar human experience, such as stress, switching off, reacting unexpectedly, struggling to do something we know we need to do, communicating with other people or navigating success, and explores more about what may be happening underneath it.

Jules makes complex ideas about the **Human Operating System** understandable, relatable and useful, helping people make more sense of themselves and recognise some of the influences shaping how they think, feel, behave and respond.

The sessions are deliberately practical. Participants are encouraged to notice what resonates with their own experience, explore the ideas through discussion and interaction, and leave with something they can experiment with in real life.

Delivered virtually, Life Labs™ are easy to integrate into the working day and can reach people across teams, locations and roles. They can be commissioned as individual sessions around a particular organisational need or brought together as an ongoing learning series that builds shared language and keeps the Human Capacity conversation alive over time.

DELIVERY STYLE

Interactive • Relatable • Practical • Curious • Everyday

Jules combines teaching, conversation, questions and practical exploration, creating those “*Ohhh, that’s me*” and “*Ohhh, THAT’S why*” moments that help people make more sense of their own experience and leave with something useful to experiment with afterwards.

THE LIFE LAB™ COLLECTION

01 Stressed? You Don’t Know the Half of It • 02 Stressed About Being Stressed? • 03 You’ve Switched Off. Has Your Body? • 04 Why Your Weekend Can’t Fix Your Week • 05 The Invisible Tax • 06 Why Did I React Like That? • 07 Why Can’t I Just Get On With It? • 08 How Much Success Can You Hold? • 09 Message Received? • 10 Good Enough?

01 STRESSED? YOU DON'T KNOW THE HALF OF IT

WHAT STRESS MIGHT ACTUALLY BE TRYING TO TELL YOU

We use the word *stressed* to describe everything from pressure and frustration to worry, overload and exhaustion. Yet *stressed* can be the headline for a much bigger story about what is actually happening underneath.

When everything gets bundled together under one familiar word, it can become difficult to recognise what we are actually experiencing, what may be contributing to it and what we might need.

Stressed? You Don't Know the Half of It takes participants underneath the label and into the Human Operating System, exploring how different experiences can become compressed into the same familiar description of “*I'm stressed.*”

Jules helps participants become more curious about what their own experience of stress may contain, noticing the differences between pressure, emotion, physical sensations, thoughts, expectations and the demands already being carried by their available Human Capacity.

The Life Lab introduces a different way of making sense of those experiences, helping people develop greater awareness and a more useful language for what is happening. Participants then experiment with taking a familiar “*I'm stressed*” moment and beginning to unpack what may actually be underneath it.

AT THE HEART OF THE LIFE LAB™

What might “stressed” be the headline for?

IDEAL FOR:

Stress Awareness • Employee Wellbeing • Mental Health & Wellbeing Programmes • High-Pressure Teams • Organisation-wide Learning

02 STRESSED ABOUT BEING STRESSED?

WHY OUR REACTION TO OUR REACTION CAN MAKE EVERYTHING FEEL BIGGER

Sometimes the original experience is only part of what we end up carrying.

We feel anxious, frustrated, overwhelmed, upset or under pressure, and then another reaction arrives on top of it. *Why am I feeling like this? I shouldn't be this stressed. I need to calm down. Why can't I handle this? What's wrong with me?*

Now we are dealing with the original experience **and** everything we are thinking and feeling about having that experience.

Stressed About Being Stressed? explores what happens when our reaction to our own reaction adds another layer of pressure to an already stretched Human Capacity.

Jules helps participants recognise some of the ways this can show up in everyday life and work, from judging themselves for feeling overwhelmed to becoming anxious about feeling anxious, frustrated about being frustrated or worried about the fact that they are worrying.

Participants explore what can change when they begin to notice that additional layer, understand more about what is happening within their Human Operating System and experiment with responding to their experience in ways that create less additional load.

AT THE HEART OF THE LIFE LAB™

What am I adding to what I'm already experiencing?

IDEAL FOR:

Employee Wellbeing • Mental Health & Wellbeing Programmes • Stress Awareness • Personal Development • High-Pressure Teams • Organisation-wide Learning

03 YOU'VE SWITCHED OFF. HAS YOUR BODY?

YOU MAY HAVE FINISHED WORK, BUT WORK HASN'T QUITE FINISHED WITH YOU.

The laptop is closed. The meeting is over. You've left the building, finished the shift or finally reached the end of the working day. Technically, you've switched off.

Your body may be telling a slightly different story.

You can be sitting on the sofa, walking the dog, eating dinner or trying to enjoy your evening while part of you is still carrying the pace, pressure, conversations, decisions and demands of the day.

You've Switched Off. Has Your Body? explores the difference between finishing an activity and what may still be happening within the Human Operating System afterwards.

Jules helps participants recognise some of the ways continued activation can show up, including replaying conversations, mentally staying at work, struggling to shift gears, feeling wired despite being tired, or finding that the body still seems to be operating at the pace the day required.

Participants explore practical ways to notice when their working day may still be travelling with them and experiment with simple ways to help their system recognise that the demand has changed.

AT THE HEART OF THE LIFE LAB™

When the work stops, what helps your system switch off too?

IDEAL FOR:

Employee Wellbeing • High-Pressure Teams • Work-Life Balance • Sustainable Performance • Leadership & Management • Organisation-wide Learning

04 WHY YOUR WEEKEND CAN'T FIX YOUR WEEK?

WHAT IF IT'S NOT JUST WHAT THE WEEK TAKES OUT OF YOU, BUT WHAT IT LEAVES BEHIND?

We often think about rest in terms of stopping. Finish work. Get to the weekend. Take some time off. Have a holiday. Step away from whatever has been demanding our attention and give ourselves a chance to recharge.

Yet time away from an experience isn't necessarily the same as **processing the experience**.

A demanding week can leave more behind than tiredness. Difficult conversations, frustration, disappointment, uncertainty, emotional experiences, decisions, pressure and things we simply had to get on with at the time can continue to occupy Human Capacity long after the moment itself has passed.

Why Your Weekend Can't Fix Your Week explores what can happen when life keeps arriving faster than we are processing it.

Jules helps participants think differently about what they may still be carrying from the experiences they have moved through, and how accumulated, unprocessed experiences can contribute to feeling mentally and emotionally full even after they have rested.

Participants explore the difference between stepping away, replenishing and processing, and experiment with practical ways to create more opportunity for experiences to move through rather than simply travelling with them into the next day, the next week and the next demand.

AT THE HEART OF THE LIFE LAB™

What might you still be carrying from something you've already moved through?

IDEAL FOR:

Employee Wellbeing • Mental Health & Wellbeing Programmes • Sustainable Performance • High-Pressure Teams • Work-Life Balance • Organisation-wide Learning

05 THE INVISIBLE TAX

WHAT ARE YOU CARRYING BEFORE THE DAY EVEN BEGINS?

We rarely arrive at the beginning of a working day with all of our Human Capacity available.

We arrive carrying life. The interrupted sleep. The difficult conversation. The financial worry. The family responsibility. The health concern. The decision we haven't made. Yesterday's pressure. Tomorrow's uncertainty. Sometimes we are carrying things other people know nothing about, and sometimes we barely notice how much we are carrying ourselves.

The Invisible Tax explores the difference between the capacity we think we *should* have available and the capacity that is actually available once everything already being carried has taken its share.

Jules helps participants understand how the accumulated demands of work and life can quietly consume Human Capacity before another email arrives, another meeting begins or another problem needs solving.

Participants explore their own invisible load, becoming more aware of what may already be drawing on their capacity and how that can influence the way they think, feel, behave and perform. They experiment with practical ways to notice their available capacity and make more informed choices about what they ask of themselves when it is already being stretched.

For leaders, **The Invisible Tax** also creates an important organisational question: **How much capacity are we assuming people have available before we've even added today's demands?**

AT THE HEART OF THE LIFE LAB™

How much of your Human Capacity is already spoken for before the day begins?

IDEAL FOR:

Employee Wellbeing • Leadership & Management • High-Pressure Teams • Sustainable Performance • People & Culture • Organisation-wide Learning

06 WHY DID I REACT LIKE THAT?

FOR THOSE MOMENTS WHEN EVEN YOU SURPRISE YOURSELF.

Most of us have had one.

The email you responded to more sharply than you intended. The conversation where you became defensive. The meeting where something unexpectedly got under your skin. The moment you shut down, snapped, withdrew, over-explained, agreed to something you didn't want to agree to, or walked away thinking, *Where on earth did that come from?*

Why Did I React Like That? explores what can sit underneath the reactions that seem to happen before we have had much chance to think about them.

Jules takes participants into the Human Operating System to explore some of the influences shaping our responses in the moment. What is happening now can interact with previous experiences, expectations, beliefs, emotions, available capacity and familiar patterns, meaning our reaction can sometimes contain far more information than we initially realise.

Participants are encouraged to become curious about their own reactions rather than simply analysing the behaviour afterwards. They explore how to recognise some of the signals that something has been activated, what their reaction may help them notice and where greater awareness can create more opportunity to influence what happens next.

The aim is to make those “*Why on earth did I do that?*” moments a little less mysterious and considerably more useful.

AT THE HEART OF THE LIFE LAB™

What might your reaction be telling you?

IDEAL FOR:

Leadership & Management • Communication & Relationships • Employee Wellbeing • Personal Development • Team Development • Organisation-wide Learning

07 WHY CAN'T I JUST GET ON WITH IT?

WHEN WANTING TO DO SOMETHING ISN'T ALWAYS ENOUGH TO MAKE IT HAPPEN.

There are things we know we need to do. Sometimes we even genuinely want to do them.

Send the email. Start the project. Have the conversation. Make the decision. Speak up. Ask for help. Put ourselves forward. Finish the thing that has been sitting on the list for weeks.

And yet, somehow, we still don't do it.

Why Can't I Just Get On With It? explores what can be happening underneath those moments when intention and action don't seem to match.

Jules helps participants look beyond the obvious explanations and become curious about what the Human Operating System may be responding to. The thing we are trying to do may involve uncertainty, visibility, possible judgement, unfamiliarity, a difficult emotion, an expectation we are carrying or a familiar pattern that has become remarkably good at keeping us exactly where we are.

Participants take something they have been struggling to get on with and explore what may actually be making that action difficult. They begin to recognise the difference between knowing what they want to do and understanding what may be influencing whether they do it.

The Life Lab creates space to experiment with what could make the next action more available, turning “*Why can't I just get on with it?*” into a much more useful question about what might be getting in the way.

AT THE HEART OF THE LIFE LAB™

What might be making this harder to do than it looks?

IDEAL FOR:

Personal Development • Learning & Development • Performance & Productivity • Behaviour Change • Leadership & Management • Organisation-wide Learning

08 HOW MUCH SUCCESS CAN YOU HOLD?

WHEN GETTING WHAT YOU WANTED CHANGES WHAT'S REQUIRED OF YOU.

We spend a lot of time thinking about how to achieve success. We spend considerably less time thinking about what happens when it arrives.

The promotion. The bigger business. The opportunity. The increased income. The recognition. The growth. The greater responsibility. The thing we worked incredibly hard to make happen.

Success can be exciting, rewarding and deeply wanted. It can also bring increased visibility, expectations, responsibility, uncertainty, decision-making and demands on our Human Capacity.

How Much Success Can You Hold? explores the human experience of expanding into something we genuinely want and why our capacity to achieve something and our capacity to hold what comes with it may not always develop at the same pace.

Jules helps participants become curious about their own relationship with growth and success, including what changes when more is asked of them, what can happen when success takes them into unfamiliar territory and why some of the behaviours that helped them achieve may become increasingly demanding as they continue to grow.

Participants explore what their own version of success asks them to hold and where greater Human Capacity may be needed to experience that success as well as achieve it.

For organisations, it raises an important development question: **We prepare people for greater responsibility by developing their capability. But greater responsibility requires capacity too.**

AT THE HEART OF THE LIFE LAB™

What does your success require you to be able to hold?

IDEAL FOR:

Leadership Development • High Performers • Talent Development • Career Progression • Business Owners • Growth & Success Programmes

09 MESSAGE RECEIVED?

WHAT HAPPENS BETWEEN WHAT'S SAID AND WHAT'S HEARD.

Communication would be considerably easier if the words we said simply arrived in another person exactly as we intended them.

But communication is being sent and received by human beings.

The email that feels perfectly clear to one person can feel abrupt to another. A question can be heard as curiosity, criticism or challenge. Feedback can land differently depending on the person receiving it, what they are expecting, what they have experienced before and what is happening within them at the time.

Message Received? explores what can happen between the message we send and the meaning another human being receives.

Jules takes participants into the Human Operating System to explore some of the influences shaping what we notice, how we interpret it and the meaning we give it. Our expectations, previous experiences, beliefs, emotions, relationships and available Human Capacity can all become part of the communication taking place.

Participants explore familiar communication moments from their own working lives and become curious about what may have happened between intention and interpretation. They experiment with ways of creating more awareness around what they are sending, what they are receiving and what else may be influencing the message in between.

The Life Lab gives people a different lens through which to understand those moments when *“That’s not what I meant”* meets *“Well, that’s how I heard it.”*

AT THE HEART OF THE LIFE LAB™

What happens between what you mean and what someone else hears?

IDEAL FOR:

Communication & Relationships • Leadership & Management • Team Development • People & Culture • Learning & Development • Organisation-wide Learning

10 GOOD ENOUGH?

WHY CONFIDENCE DOESN'T ALWAYS KEEP UP WITH CAPABILITY.

You can be experienced, knowledgeable and demonstrably capable, and still find yourself wondering whether you are good enough.

The new role. The bigger room. The presentation. The opportunity. The decision. The moment somebody places more trust in you, and part of you quietly wonders whether they have overestimated what you can do.

Good Enough? explores why our internal sense of confidence does not always reflect the capability we have already demonstrated.

Jules helps participants explore some of the influences that can shape how we see ourselves, including previous experiences, expectations, beliefs, comparison, feedback and the standards we have learned to use when deciding whether we are doing well enough.

Participants become curious about the gap that can exist between what the evidence says about their capability and what can still feel true internally. They explore where their own measures of *good enough* may have come from, how those measures can influence behaviour and what becomes possible when they begin to recognise them.

The Life Lab creates an opportunity to look at confidence through the Human Operating System, helping people make more sense of why capability and confidence do not always travel together.

AT THE HEART OF THE LIFE LAB™

What taught me to question whether I was?

IDEAL FOR:

Personal Development • Leadership Development • Talent Development • Career Progression • Confidence & Self-Belief • Organisation-wide Learning

THE HUMAN CAPACITY CALENDAR

HUMAN CAPACITY CONVERSATIONS THROUGHOUT THE YEAR

Human Capacity is relevant throughout the working year, but there are particular moments when organisations are already opening conversations around wellbeing, leadership, learning, performance, inclusion, change and personal development.

The Human Capacity Calendar helps organisations connect those existing moments with relevant Keynotes, Workshops and Life Labs™, creating opportunities to explore familiar workplace challenges through a deeper understanding of the human beings experiencing them.

A Life Lab™ might support an organisation-wide awareness campaign. A Workshop can create deeper exploration with a leadership team or particular group. A Keynote can open a larger conversation at a conference, leadership event or organisation-wide gathering.

The Collection can also be used beyond recognised awareness dates. Leadership programmes, organisational change, periods of sustained pressure, growth, restructuring, performance cycles and internal learning initiatives can all create natural opportunities to bring Human Capacity into the conversation.

START WITH THE MOMENT. FIND THE CONVERSATION.

The following calendar offers ideas for connecting Human Capacity experiences with some of the themes organisations are already exploring throughout the year.

JANUARY

RESET • DIRECTION • SUSTAINABLE PERFORMANCE

January often brings conversations about goals, performance, behaviour change and what people want to do differently in the year ahead.

It can also bring renewed pressure to achieve more, change habits, improve performance and begin the year at full speed.

Human Capacity creates a different starting point for those conversations, helping people understand more about the system that will actually be doing the changing, performing and achieving.

RECOMMENDED EXPERIENCES

KEYNOTE

Regenerative Performance

A different way to think about high performance.

WORKSHOP

Why Knowing Isn't Enough

What gets in the way when we already know what to do.

LIFE LAB™

Why Can't I Just Get On With It?

When wanting to do something isn't always enough to make it happen.

LIFE LAB™

Good Enough?

Why confidence doesn't always keep up with capability.

THE HUMAN CAPACITY CONVERSATION

What would change if we understood more about the human being expected to deliver all those January intentions?

FEBRUARY

CONNECTION • COMMUNICATION • RELATIONSHIPS

February creates a natural opportunity to think about the human relationships that sit underneath working life.

We spend a significant part of our working lives communicating, leading, collaborating, giving and receiving feedback, navigating differences and trying to understand what somebody else meant.

Every interaction takes place between Human Operating Systems, each bringing experiences, expectations, interpretations and available capacity into the conversation.

Human Capacity helps people become more curious about what happens between what one person intends and another person experiences.

RECOMMENDED EXPERIENCES

LIFE LAB™ | Message Received?

What happens between what's said and what's heard.

LIFE LAB™ | Why Did I React Like That?

For those moments when even you surprise yourself.

WORKSHOP | Leading Under Pressure

When pressure changes how you think, decide and communicate.

KEYNOTE | The Logic of Behaviour

When knowing what to do doesn't mean we do it.

THE HUMAN CAPACITY CONVERSATION

What changes in our relationships when we understand more about the human being on both sides of the conversation?

MARCH

WOMEN • VISIBILITY • GROWTH

March, and particularly International Women's Day, creates space for conversations about women's experiences of work, leadership, ambition, confidence and success.

As careers and responsibilities grow, so can visibility, expectations and the amount we are asked to hold. Human Capacity brings another dimension to these conversations by exploring what can sit underneath confidence, drive, achievement and the way we respond when more is required of us.

RECOMMENDED EXPERIENCES

KEYNOTE | What's Driving Your Drive?

When enough is never enough.

LIFE LAB™ | Good Enough?

Why confidence doesn't always keep up with capability.

LIFE LAB™ | How Much Success Can You Hold?

When getting what you wanted changes what's required of you.

WORKSHOP | Regenerative Performance

When overperformance becomes the way you operate.

THE HUMAN CAPACITY CONVERSATION

What changes when we understand more about what sits underneath the way we achieve, grow and experience success?

APRIL

STRESS • PRESSURE • CAPACITY

April's Stress Awareness Month creates a natural opportunity to move beyond the familiar language of stress and understand more about what may actually be happening underneath it.

Human Capacity helps people make more sense of what they are experiencing, recognise what they may already be carrying and understand how pressure can influence the way they think, feel, behave and perform.

RECOMMENDED EXPERIENCES

LIFE LAB™ | Stressed? You Don't Know the Half of It

What stress might actually be trying to tell you.

LIFE LAB™ | Stressed About Being Stressed?

Why our reaction to our reaction can make everything feel bigger.

LIFE LAB™ | The Invisible Tax

What are you carrying before the day even begins?

WORKSHOP | Leading Under Pressure

When pressure changes how you think, decide and communicate.

THE HUMAN CAPACITY CONVERSATION

What becomes possible when we understand more about what our experience of stress is actually telling us?

MAY

MENTAL HEALTH • UNDERSTANDING • HUMAN CAPACITY

Mental Health Awareness Week creates an important opportunity to help people understand more about their own experience and the human system underneath it.

Human Capacity brings practical understanding into the wellbeing conversation, helping people recognise what they may be carrying, make more sense of familiar reactions and develop greater awareness of what is happening when their capacity is being stretched.

RECOMMENDED EXPERIENCES

LIFE LAB™ | The Invisible Tax

What are you carrying before the day even begins?

LIFE LAB™ | Why Did I React Like That?

For those moments when even you surprise yourself.

LIFE LAB™ | Stressed About Being Stressed?

Why our reaction to our reaction can make everything feel bigger.

KEYNOTE | The Logic of Behaviour

When knowing what to do doesn't mean we do it.

THE HUMAN CAPACITY CONVERSATION

What changes when people are given more understanding of themselves and the human system they are operating?

JUNE

WELLBEING • ENERGY • SUSTAINABILITY

World Wellbeing Week creates an opportunity to explore what supports people to keep functioning well across the demands of work and life.

Human Capacity brings attention to what people are using, carrying and replenishing, helping them recognise when pressure continues beyond the working day and think differently about what allows capacity to be sustained over time.

RECOMMENDED EXPERIENCES

LIFE LAB™ | You've Switched Off. Has Your Body?

You may have finished work, but work hasn't quite finished with you.

LIFE LAB™ | Why Your Weekend Can't Fix Your Week

What if it's not just what the week takes out of you, but what it leaves behind?

KEYNOTE | Regenerative Performance

A different way to think about high performance.

WORKSHOP | Regenerative Performance

When overperformance becomes the way you operate.

THE HUMAN CAPACITY CONVERSATION

What would change if replenishing and processing became part of how we think about sustainable performance?

JULY

PERFORMANCE • PRESSURE • RECHARGING

As organisations move through the middle of the year, sustained demands can begin to show in the amount of capacity people have available.

Human Capacity creates an opportunity to notice what the year has required so far, what people may still be carrying and how the way we work, achieve and recover can influence the capacity available for what comes next.

RECOMMENDED EXPERIENCES

KEYNOTE | Regenerative Performance

A different way to think about high performance.

LIFE LAB™ | Why Your Weekend Can't Fix Your Week

What if it's not just what the week takes out of you, but what it leaves behind?

LIFE LAB™ | The Invisible Tax

What are you carrying before the day even begins?

LIFE LAB™ | You've Switched Off. Has Your Body?

You may have finished work, but work hasn't quite finished with you.

THE HUMAN CAPACITY CONVERSATION

What does your Human Capacity need from you before you ask it to carry the rest of the year?

AUGUST

PAUSE • PERSPECTIVE • CAPACITY

August can bring a different rhythm to working life. Holidays, reduced teams and time away from usual routines can create a natural opportunity to notice how much of work continues with us when we step away from it.

Human Capacity helps people think about what they are carrying, what genuinely replenishes them and what may need more than simply time away.

RECOMMENDED EXPERIENCES

LIFE LAB™ | You've Switched Off. Has Your Body?

You may have finished work, but work hasn't quite finished with you.

LIFE LAB™ | Why Your Weekend Can't Fix Your Week

What if it's not just what the week takes out of you, but what it leaves behind?

LIFE LAB™ | The Invisible Tax

What are you carrying before the day even begins?

KEYNOTE | Regenerative Performance

A different way to think about high performance.

THE HUMAN CAPACITY CONVERSATION

When we step away from work, what actually helps us restore the capacity we've been using

SEPTEMBER

LEARNING • CHANGE • RE-ENGAGEMENT

September often brings renewed momentum as people return from summer, priorities sharpen and organisations move into the final part of the year.

It can be a natural time for learning, development and change. Human Capacity helps people understand what can influence whether new knowledge becomes action, how we respond when something different is required and what may be happening when familiar patterns take over.

RECOMMENDED EXPERIENCES

WORKSHOP | Why Knowing Isn't Enough

What gets in the way when we already know what to do.

WORKSHOP | When Resistance Makes Sense

The human experience of navigating change.

LIFE LAB™ | Why Can't I Just Get On With It?

When wanting to do something isn't always enough to make it happen.

KEYNOTE | The Logic of Behaviour

When knowing what to do doesn't mean we do it.

THE HUMAN CAPACITY CONVERSATION

What helps us turn what we know into what we actually do?

OCTOBER

MENTAL HEALTH • PRESSURE • UNDERSTANDING

World Mental Health Day creates an opportunity to continue the conversation about mental health by helping people understand more about what may be happening underneath the experiences they recognise.

Human Capacity gives people practical language for making sense of pressure, reactions and the load they may already be carrying, helping them become more curious about their own Human Operating System and what it may need.

RECOMMENDED EXPERIENCES

LIFE LAB™ | Stressed? You Don't Know the Half of It

What stress might actually be trying to tell you.

LIFE LAB™ | Stressed About Being Stressed?

Why our reaction to our reaction can make everything feel bigger.

LIFE LAB™ | Why Did I React Like That?

For those moments when even you surprise yourself.

KEYNOTE | The Logic of Behaviour

When knowing what to do doesn't mean we do it.

THE HUMAN CAPACITY CONVERSATION

What changes when we understand more about what is happening underneath how we think, feel, behave and respond?

NOVEMBER

LEADERSHIP • PRESSURE • DECISION-MAKING

As the year moves towards its final stretch, leaders can find themselves carrying competing priorities, year-end demands, difficult decisions and responsibility for keeping other people moving too.

Human Capacity helps leaders recognise how sustained pressure can influence the way they think, decide, communicate and respond, and understand more about what happens when their available capacity is being stretched.

RECOMMENDED EXPERIENCES

WORKSHOP | Leading Under Pressure

When pressure changes how you think, decide and communicate.

KEYNOTE | Regenerative Performance

A different way to think about high performance.

LIFE LAB™ | The Invisible Tax

What are you carrying before the day even begins?

LIFE LAB™ | Why Did I React Like That?

For those moments when even you surprise yourself.

THE HUMAN CAPACITY CONVERSATION

What happens to the way we lead when the demands keep increasing but our available capacity doesn't?

DECEMBER

YEAR-END • CAPACITY • REGENERATION

December can bring a particular combination of deadlines, year-end pressure, social demands and the expectation that everything needs to be finished before the break.

Human Capacity creates an opportunity to recognise what the year has required, what people may still be carrying and how they can move towards the end of the year with greater awareness of the capacity they actually have available.

RECOMMENDED EXPERIENCES

LIFE LAB™ | The Invisible Tax

What are you carrying before the day even begins?

LIFE LAB™ | You've Switched Off. Has Your Body?

You may have finished work, but work hasn't quite finished with you.

LIFE LAB™ | Why Your Weekend Can't Fix Your Week

What if it's not just what the week takes out of you, but what it leaves behind?

KEYNOTE | Regenerative Performance

A different way to think about high performance.

THE HUMAN CAPACITY CONVERSATION

What would help you finish the year with enough capacity left to experience the life you've been working so hard to build?

START WITH THE TOPIC. CHOOSE THE DEPTH.

Human Capacity topics can be explored at different levels depending on what is happening within your organisation, who the work is for and what you want it to achieve.

A focused virtual Life Lab™ can introduce a topic across the organisation. That same topic can be developed into a deeper half-day or full-day Workshop, creating more space for exploration, discussion and practical application. Selected themes can also be shaped for conferences, leadership events and larger audiences.

The topic connects the work. The format determines how deeply we explore it.

Jules works with each organisation to understand the people, context and intended outcome, then shapes the experience accordingly.

KEYNOTES

Big ideas that open conversations and shift the way audiences think.

WORKSHOPS

Deeper exploration with space for discussion, practical application and the realities people are actually navigating.

LIFE LABS™

Focused virtual experiences that make Human Capacity learning accessible across teams, locations and roles.

WHERE COULD HUMAN CAPACITY TAKE YOUR PEOPLE?

Every organisation is different. The pressures people are navigating, the capacity they have available and the conversations that matter most will be different too.

Jules works with organisations to understand what is happening, who the work is for and what they would like to change, strengthen or explore.

From there, the right combination of Keynotes, Workshops and Life Labs™ can be shaped around your people and your organisation.

START THE CONVERSATION

JULES MITCHELL

Founder, The Mental Wealth Revolution

mentalwealthrevolution.co.uk

